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Central Intelligence Agency

Washington, D.C. 20505

ER 1077/1 89

COMPT 89-355

13 MAR 1989

The Honorable Anthony C. Beilenson
Chairman, Permanent Select
Committee on Intelligence
House of Representatives
Washington, D.C. 20515

Dear Mr. Chairman:

Enclosed is a copy of a letter that I sent to Representative William Richardson. The letter addresses his concerns about the Agency's commitment to Equal Employment Opportunity. [redacted] 25X1

[redacted]
James H. Taylor
Executive Director

Enclosure STAT

[redacted] 25X1

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SUBJECT: Complaints on the Agency's EEO Effort

Distribution:
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1 - The Honorable Anthony C. Beilenson, C/HPSCI
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		DATE 13 March 1989

TO: (Officer designation, room number, and building)	DATE RECEIVED	DATE FORWARDED	OFFICER'S INITIALS	COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)
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Originator Office: EK/Compt STAT

Date 13 March 89

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Central Intelligence Agency

Washington, D.C. 20505

OCA FILE HPSCI
Rep Richardson

13 March 1989

The Honorable William Richardson
Permanent Select Committee
on Intelligence
House of Representatives
Washington, D.C. 20515

Dear Mr. Richardson:

During the 7 March 1989 hearing on the Agency program and budget, you expressed your displeasure about the progress the Agency has made in the recruitment and hiring of minorities. Although we too are not satisfied with our record and recognize the need for improvement, I believe we can point to some areas in our Equal Employment Opportunity (EEO) effort where we have made progress. [redacted] 25X1

Our EEO program focuses on achieving a more diversified workforce on the basis of sex, race, and ethnic background. We have made substantial progress in recruiting, hiring, and advancing women. By the end of FY 1988, 31 percent of our professional workforce was composed of women. Overall, women now comprise 40.8 percent of our total workforce, only slightly under the Civil Service guidelines of 42.5 percent. [redacted] 25X1

Improvements to our record in the recruitment and hiring of Hispanics, Blacks and Asians have not been nearly as substantial. The lack of improvement is not because we have failed to make the effort nor because we lack the resolve. Indeed, our recruitment efforts have been intense, far ranging and innovative, particularly during the past year. The competition we face from private industry for qualified minority professionals is high. Our salaries are not competitive, and we still suffer from misconceptions about the Agency and its role in US society among minority populations. As you know, we were recently forced off the campus at the University of New Mexico in Albuquerque. While we appreciate your intervention on our behalf to permit us to again recruit on the Albuquerque campus, the incident is representative of some of the unique problems we face in recruiting minorities. [redacted] 25X1

Still, we have made progress in hiring minorities, albeit small. During the first quarter of FY 1989, over 15 percent of all professional hires were minorities. The number of minority students enrolled in our Undergraduate Scholars (Stokes) Program more than doubled last year, and we have already

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25X1

The Honorable William Richardson

received more than 150 applications for the 1989 academic year. The Minority Undergraduate Program, which provides summer work for minority students, almost tripled the number of participating students in 1988. We believe these programs and others will pay handsomely in the future.

We have, in response to the Committee's request, developed a Five Year Affirmative Action Plan. We have set goals with action deadlines in the areas of greatest concern to you and to us--the recruitment, hiring, and promotion of minorities and women. I have every reason to believe that this plan will show results during this fiscal year. Thus, I do not believe additional legislation is needed nor would it be helpful.

In sum, we do not agree that the Agency lacks the resolve and commitment to improve the racial and ethnic balance of our workforce. We would be pleased to meet with you to discuss any aspect of our EEO program. The Agency and the Committee share the same goal, and we would welcome any ideas or assistance you can provide which would enhance our recruitment of minorities.

A copy of this letter has also been forwarded to the Chairman of the House Permanent Select Committee on Intelligence.

25X1

James H. Taylor
Executive Director

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